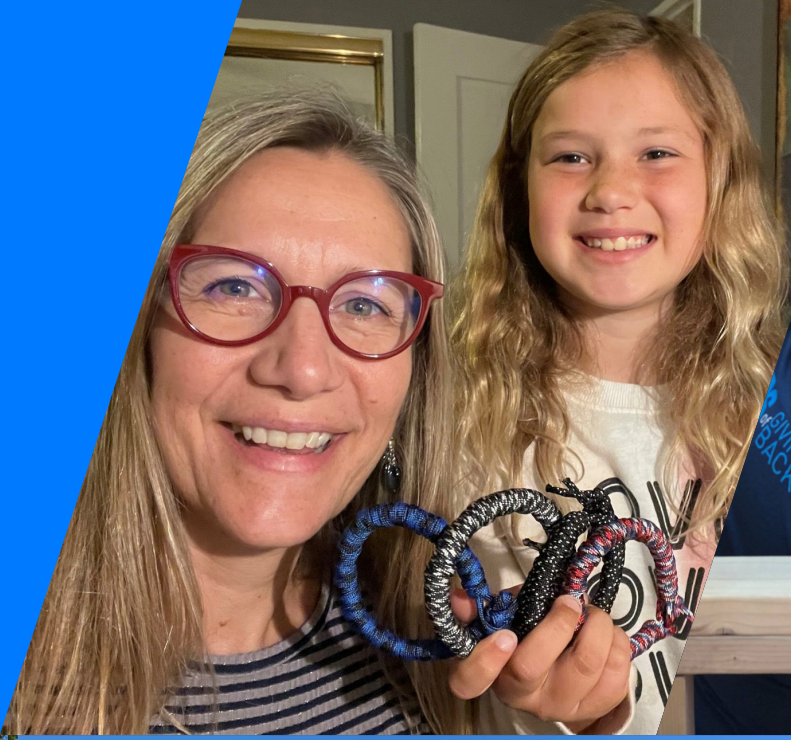


Brownstein



Giving Back

IMPACT REPORT 2021





When I look back at 2021, what stands out is this firm's resilience. I am blown away when I think about the commitment and determination demonstrated by everyone at our firm, and by the compassion, care and grace we have shown to each other and our communities during that challenging year.

Our commitment to giving back was also resilient in 2021 as the firm donated \$1.3 million in charitable contributions to nearly 200 nonprofits and provided 12,000 hours in pro bono services throughout all of our markets. Seventy-nine employees earned additional donations to the nonprofit of their choice by participating in our inaugural "Karma Bucks" program. As a firm, we completed almost 30 local Karma events, including in-person, outdoor service days supporting essential workers, physical and mental wellness programs, and our annual holiday gift giving to underserved communities.

We also hosted many virtual diversity, equity and inclusion training programs and cultural awareness events. For the first time in our history, we purchased carbon offset credits to cover the firm's 2021 and 2022 projected air travel emissions.

I would like to thank all of my colleagues for their ongoing commitment to giving back and for the impact they made in our communities in 2021.

A handwritten signature in white ink, appearing to read "R Benenson", with a stylized, flowing script.

RICH BENENSON
Managing Partner

Giving BY THE NUMBERS *Back*

\$28 million ALL-TIME CONTRIBUTIONS

67% PERCENTAGE OF ATTORNEYS / POLICY PROFESSIONALS
SERVING ON BOARDS

130

TOTAL KARMA
PROJECTS

463

TOTAL VOLUNTEERS

3,992

TOTAL VOLUNTEER HOURS

\$5,237,828 PRO BONO
CASH VALUE

12,726 PRO BONO HOURS

72%

PERCENTAGE OF ATTORNEYS
PARTICIPATING

280

TOTAL NUMBER OF EMPLOYEES
PARTICIPATING

Karma Bucks Program

In 2021, Brownstein launched our Karma Bucks Program, gifting “Karma Bucks” to each employee who participated in four or more Karma volunteer activities throughout the year. Karma Bucks are donated to any nonprofit of our employees’ choosing. In this inaugural year, 79 employees earned Karma Bucks:

Congratulations and Thank You to:

Alina Werth	Gene Hayet	Laura Seidl	Nikki Caravantes
Amma Marfowaa-Nuako	Georgianne Bates	Lisa Lyons	Nolan Housh
Andi Stader	Hilary Dominguez	Liz Sanchez	Pat Williamson
Andrea LaFrance	Ivy Capili	Lyn Moore	Pat Herron
Angela Hygh	Jamie Mulholland	Mandi Garufo	Rebecca Tucker
Anna-Liisa Mullis	Jamie Thalgott	Mandie Sohn	Rich Benenson
April Robitaille	Jan Alabert	Marcella Dye	Sara Martin
Barb Mica	Janea Magee	Margaret Cawthra	Shelly Remaklus
Bernadette Kovacevich	Jayne Ritchie	Margaux Trammel	Stephanie Payne
Caitlin Quander	Jennifer Muir	Maria Gonzales	Steve Abelman
Carolynne White	Jessica Mullinex	Maria Miller	Susan Petrovich
Cindy Dreibelbis	Jill Alger	Martine Wells	Tenley Oldak
Courtney Bartkus	Joanna Kaufmann	Mary Barnes	Teresa Varlea
David Atkinson	Jonathan Marvisi	Mary Wagner	Tracy Herrera
Debbie Vanderleest	Jonathan Sandler	Matthew Elisha	
Denver Donchez	Jonnica Alabart	Melissa Silis	
Diana Wilson	Kara Schumacher	Michaun Donner	
Ellen Schulhofer	Kati Rothgery	Michelle Marsh	
Emily Ellis	Kimberly Mumford	Mike King	
Erik Larsen	Kimberly Casario	Nancy Lindsley	
Erin Eiselein	Lara Day	Nicole Doty	
	Laura Yraceburu	Nicole Ament	



KARMA

Connecting Safely

Karma with Clients

As the COVID-19 pandemic continued to restrict safe ways to connect with clients, Brownstein launched Karma with Clients. This initiative enabled us to remain engaged with our clients while helping the community. Our Community Relations team worked with clients to identify and select causes and issues that are important to them. Our team then built custom, curated private volunteer experiences for clients and the Brownstein team. Karma with Clients has proven to be a safe and meaningful way to build client relationships and increase our impact with nonprofits in our communities.

Through the Karma with Clients initiative, Brownstein partnered with long-time client Evermore Partners, a Denver-based commercial real estate investment firm. Teams from both organizations participated in a WeeCycle mobile market distributing thousands of diapers, wipes, baby formula and other essential baby gear items to low-income families.

“Thank you, Brownstein and the WeeCycle organization for including Evermore – it was an honor and privilege to serve the community with you. Like Brownstein, Evermore’s All In! Can’t wait for next time.”

SETH WOLKOV, CEO, EVERMORE PARTNERS



KARMA

Bringing Down Barriers

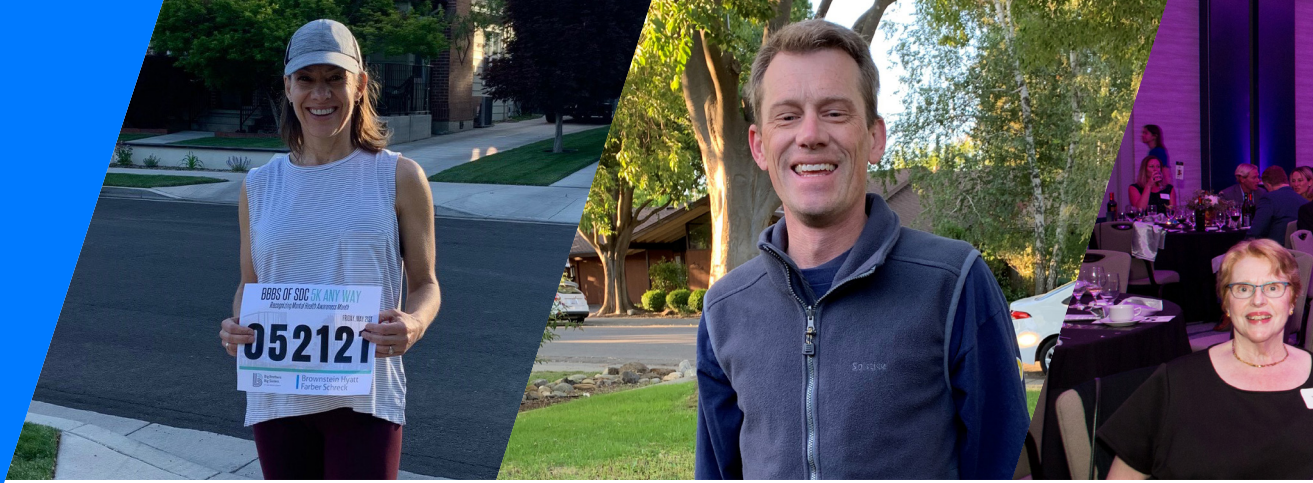
Denver Urban Gardens

Denver Urban Gardens (DUG) is the largest independent network of food-producing community gardens in the country, comprised of almost 200 community and school-based gardens across metro Denver. Annually serving more than 40,000 people, DUG focuses on reducing barriers to fresh, healthy and organic food by providing access to space, knowledge and resources for anyone wishing to grow their own produce.

A team of summer associates worked tirelessly to rebuild a school learning garden at Goldrick Elementary School. Attorneys Kevin Cudney, Martha Fitzgerald, Blair Lichtenfels, Kate Madden and Nick Santucci, assisted by Michelle Affrunti, Jami Fleming and Jean Harrison, undertook multiple pro bono projects that included guiding a significant sale of land, corporate governance and complex employment matters.

“Serving on DUG’s board has allowed me to serve the Denver community in a different way. DUG’s community gardens and programs are reducing barriers to healthy food for thousands of people across the metro area. I’m proud to be a part of those efforts and I’m thankful that the firm recognizes that my leadership position within DUG will benefit me as an attorney.”

CHLOE MICKEL, ASSOCIATE



KARMA

Mentoring Matters

Big Brothers Big Sisters San Diego

Big Brothers Big Sisters San Diego creates and supports one-to-one mentoring relationships that ignite the power and promise of youth. As the nation's largest donor and volunteer supported mentoring network, Big Brothers Big Sisters makes meaningful, monitored matches between adult volunteers ("Bigs") and children ("Littles"), ages 7 through 18, in communities across the country.

Shareholder Ryan Waterman has been a member of the organization's board of directors since 2010, and currently serves as board chair. As a result of his dedication, Ryan received the Big Brothers Big Sisters of San Diego 2021 Changemaker Award.

Brownstein sponsored and had employees participate in the 2021 Big Moves for Mental Health, a month-long campaign raising awareness and critical funding for Big Brothers Big Sisters of San Diego County.

"A caring mentor can help us dream bigger than our circumstances would seem to dictate. As former Bigs ourselves, my wife and I have seen the power of the Big Brothers Big Sisters model firsthand. That is why we are deeply committed to Big Brothers Big Sisters and its work benefiting kids in San Diego County."

RYAN WATERMAN, SHAREHOLDER



KARMA

Chipping In

Families for Effective Autism Treatment

Families for Effective Autism Treatment (FEAT) provides information on therapies, support services, and resources for families and individuals impacted by autism spectrum disorder (ASD) and related disorders. FEAT offers programs, events, community outreach, support, guidance, advocacy and opportunities to meet others with similar needs and concerns. Shareholder Christopher Humes has served on FEAT's board of directors since 2015 and is a hands-on participant in many of FEAT's endeavors.

Brownstein sponsored and had employees play in FEAT's Annual "Chip in for Autism Poker Tournament," which raises significant funds so that FEAT can continue its mission of educating and assisting parents and children who have a family member on the autism spectrum.

“As a father of a son on the autism spectrum, I can say with certainty that you are completely lost after receiving your child's diagnosis. You want to do what is best, but you have no idea what that looks like. FEAT played a substantial role for us, and many, many others in the Las Vegas Valley, in providing education, information and advocacy, so we could make informed decisions about our son's future. I sit on the board of directors of FEAT because I want to ensure that these valuable resources will continue to be provided to other parents of children on the autism spectrum.”

CHRISTOPHER HUMES, SHAREHOLDER



KARMA

'Tis the Season

Holiday Karma

At the end of every year, Brownstein offices spread some holiday cheer by selecting a local organization to support. This year was no exception:

- The Denver office adopted Goldrick Elementary School for the holidays. Employees donated over \$8,000 worth of gifts to ensure that each and every student received something special. Earlier in the year, our summer associates revamped Goldrick's school garden and a group of Karma volunteers repainted the school playground.
- The Las Vegas office partnered with Halle Hewetson Elementary School, adopting 17 families for the holidays to deliver over 250 gifts making sure their holiday wishes were granted.
- The Los Angeles office collected and delivered gifts to a family from Hathaway-Sycamores Child and Family Services. Gifts included new laptops and jackets for all three children, \$250 in grocery gift cards, toys, books, gift cards, nonperishable food items, toiletries, cleaning supplies, and more.
- The Reno office prepared 48 care packages to distribute to clients of the Reno Sparks Gospel Mission and collected gifts for a student in need at Huffaker Elementary School.
- The Santa Barbara office partnered with Miry's List to adopt a recently arrived refugee family for the holiday season. Miry's List supports refugee families by providing the items they need to get started with their new lives in the U.S.
- The Washington, D.C., office partnered with The Homeless Children's Playtime Project in purchasing items for children experiencing homelessness in the D.C. area.



PRO BONO



Combating COVID-19

Nevada COVID-19 Task Force

A Brownstein team, led by Las Vegas office Managing Partner Ellen Schulhofer, assisted the Nevada COVID-19 Task Force, Inc. This nonprofit was organized by business leaders in Nevada, at the request of Gov. Sisolak, to draw on private sector resources to aid the state of Nevada with its response to and recovery from COVID-19.

The team played an integral role as pro bono counsel, advising the Task Force on its efforts to raise funds to provide personal protective equipment (PPE) and supplies for the medical community and first responders, as well as tablets and broadband access for Nevada's remote-learning students. As a result of the efforts of the Task Force and the generosity of many Nevadans, millions of dollars in PPE went to the people who needed it most and tens of thousands of students across the state were able to continue their education during the pandemic.



PRO BONO

Breaking Barriers

Albuquerque Law Firm Antiracism Alliance (LFAA)

LFAA recognizes and embraces the role that law firms, particularly when acting collectively, can play to help bring about systemic change and racial equity in the law. LFAA's goal is simple: identifying and eradicating systemic racism in multiple areas.

Reema Nandy, a shareholder in Brownstein's Albuquerque office, serves on the LFAA's Homelessness Working Group, which engages in efforts to dismantle current policies and practices that perpetuate homelessness among racial minorities.





PRO BONO

Carrying the Torch

Auratone



Pro Bono Partner and Denver Litigation Shareholder Martha Fitzgerald and Las Vegas Associate Matt McKissick, with the assistance of Reno paralegal Jeff Tillison and Santa Barbara

shareholder Steve Jung, scored a tremendous win in arbitration for the grandson of the founder of a family business, Auratone, which has produced an innovative professional recording monitor since the early 1950s. The grandson was a teenager when the founder died, but he was determined to continue the family legacy of handmaking the product. Unfortunately, one of the world's largest "trademark trolls" fought to take the family trademark and use it to manufacture and sell cheap knockoffs.

The case was originally defended by Reno attorney Mike Rounds, the firm's IP Practice Group leader, who sadly passed away in June of 2020. The Brownstein team stepped in to continue Mike's work and prevailed over very difficult factual odds.

“Defending Auratone in this trademark abandonment case has been one of the highlights of my career. It was incredibly meaningful to not only preserve our client’s legacy in the music industry, but also to carry the torch and bring home a win in honor of Mike Rounds.”

MATT MCKISSICK, ASSOCIATE



PRO BONO

Cleaner Water

DigDeep

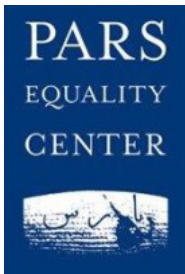
DigDeep is a nonprofit working to ensure that every American has reliable water and safe sanitation ... forever. More than 2 million Americans still don't have running water or basic plumbing, and 44 million more don't have water that is safe to drink. Communities that did not benefit from past federal investments in water and sanitation infrastructure have a hard time catching up, and some communities even report that they are losing access to services they once had.

Brownstein has assisted DigDeep in developing federal legislation to ensure that the government collects information about households that do not have complete access to water and sanitation services. The legislation also promotes developing costs for addressing this water access gap. We have also worked with DigDeep to pass legislation that establishes a grant program to deploy decentralized drinking water solutions to households and communities in need of these services. Another project for DigDeep was advocating for increased data collection on the number of households in New Mexico without running water, including presenting at a climate summit organized by the New Mexico Speaker of the House.





PRO BONO



Humanitarian Aid

PARS Equality Center Afghan Refugees Support Project

The PARS Equality Center, based in Sherman Oaks, California, helps immigrant communities realize their full potential as informed, self-reliant and responsible members of American society. When violence in Afghanistan escalated in 2021, displacing hundreds of thousands of Afghans, the Brownstein team stepped in to be part of the solution. The effort is led by Martha Fitzgerald, Andy Spielman and Jonathan Marvisi. Twenty-one teams, comprised of Brownstein shareholders, associates and staff members across all of our offices, are working to submit over 130 emergency humanitarian parole applications to the United States Citizen and Immigration Services (USCIS) on behalf of Afghan refugees. Our teams are committed to helping Afghan refugees escape from the dangerous and dire circumstances in Afghanistan.

Diversity Equity ^{AND} *Inclusion*

Employee Resource Groups

In 2021, we re-launched two firm-sponsored employee resource groups: Brownstein Pride for LGBTQ+ colleagues and allies and Tapestry for colleagues of color and allies.

These new employee resource groups join the previously formed Women's Leadership Initiative and Caregiving Committee.

Cultural Awareness Initiatives

Black History Month

FEBRUARY

- Weekly family story times featuring four unique and impactful individuals.
- Discussion with Adrian Miller, author of *"The President's Kitchen Cabinet,"* featured an entertaining and unique historical discussion of the men and women who prepared food for U.S. presidents from George Washington to Barack Obama.

Asian American Pacific Islander Heritage Month

MAY

- Four weekly digests featuring panel discussion on how purpose-driven service has shaped Asian American Pacific Islanders in law, community development, business and social justice.

Jewish Heritage Month

MAY

- A family-friendly virtual museum experience specially curated for Brownstein by the National Museum of American Jewish History. The event highlighted the life story of a young Jewish immigrant, Eva Baen, who shared her experience emigrating from Eastern Europe.



Juneteenth

JUNE 19

- Adopted Juneteenth as a firm holiday beginning in 2022. In addition, the firm adopted Diversity Day, a policy that gives employees up to eight hours annually of paid leave to celebrate their respective diversity, culture and religious beliefs, or those of other employees.

Hispanic Heritage Month

SEPT. 15 TO OCT. 15

- Hosted a panel discussion, "A Conversation about the Practice of Law in Latin America." The panel expanded our knowledge of the legal industry across their respective countries, offering insights into the path to legal practice, emphasizing environmental, constitutional and commercial litigation.

A poster for a panel discussion titled "A CONVERSATION ABOUT THE PRACTICE OF LAW IN LATIN AMERICA". The event is on Tuesday, October 5, at 12:1:30 p.m. MT. The speakers listed are Professor Rosal B. Campuzano, Steve Garmett, and Professor Constanza Tobal. The moderator is Dr. Mercedes Williams. The poster features a colorful background of stacked fabric and the Brownstein logo.

Indigenous Peoples' Day

OCT. 11

- Commemorated Oct. 11 with a Read.Listen.Watch list of historical and contemporary resources. We also partnered with Red Planet Books & Comics, a Native American-owned bookstore in Albuquerque, to purchase copies of "An Indigenous Peoples' History of the United States" by Roxanne Dunbar-Ortiz (geared toward adults) or "Fry Bread!" by Kevin Noble Maillard (geared toward children).

Lesbian, Gay, Bisexual, Transgender and Queer+ (LGBTQ+) Pride Month

OCTOBER

- Hosted Mayor Annise Parker, president & CEO of the Victory Fund and Victory Institute, and former mayor of Houston, the first openly LGBTQ mayor of a major U.S. city. Mayor Parker talked about her career journey, work with the Victory Fund and the Victory Institute, the fight for equality, and how private enterprise is helping further these goals.
- Introduced gender affirming pronouns with a training from The Center on Colfax, where colleagues learned best practices for using and sharing pronouns.
- Featured Brownstein's support of the LGBTQ+ community through pro bono opportunities with the Colorado Name Change Project.



Native American and Indigenous People Heritage Month

NOVEMBER

- Hosted a family-friendly cook-a-long with IndigiKitchen, a cooking blog hosted by Mariah Gladstone of the Blackfeet and Cherokee Nations. The tutorial featured a recipe for acorn squash with bison/beef along with insights into Native American cuisine.



Inclusion Efforts

- Facilitated the retention of attorneys by introducing dedicated diversity and inclusion billable hour credit. The hours align with our strategic planning commitments and reward attorneys who undertake diversity-related commitments. Timekeepers receive up to 50 hours of billable credit separate and distinct from 100 hours of billable credit available for pro bono activities.
- Recruited a diverse 2021 summer class with 45% of summer associates identifying as students of color and 45% identifying as women.
- Hosted two "Healing Circles," which are open conversations facilitated by licensed clinicians to allow Brownstein employees to process feelings regarding inequities and discrimination faced by Black, Latinx and Asian Americans in a constructive and supportive manner that promotes healing and progress.
- Hosted quarterly diversity, equity and inclusion workshops
 - Q1: Unconscious Bias
 - Q2: Presence Disparity and Location Bias
 - Q3: Micro-Inequities and Aggressions
 - Q4: Creating a Gender Smart Law Firm
- Joined the Minority Corporate Counsel Association (MCCA), the premier source of learning, knowledge and future-oriented research on diversity, equity and inclusion for the legal profession. They provide resources, education, ideas, and networking to enhance the power and performance of the legal community.
- Hosted a presentation with Special Olympics of Colorado and Special Olympics athlete Jeff Steron to commemorate National Disability Employment Awareness Month (October). The presentation educated attendees about the importance of ensuring that people with disabilities have full access to employment and community involvement to further inclusion in a meaningful way.
- Introduced "Count Me In," a voluntary self-identification campaign to better understand the diversity of our workforce to ensure that our programs and initiatives are tailored to the identities and needs of our workforce.

Awards

- Achieved Mansfield Certification from the Diversity Lab for the fourth consecutive year, which includes attorneys with disabilities in addition to women, attorneys of color and LGBTQ+ lawyers; further recognized with "Plus" designation for the second consecutive year, indicating that Brownstein has, in addition to meeting or exceeding the baseline requirements, successfully reached at least 30% diverse lawyer representation in a notable number of our current leadership roles and equity shareholder ranks.
- Received a score of 100% on the Human Rights Campaign Foundation's Corporate (HRC) Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality for the third consecutive year.
- Recognized on The American Lawyer's 2021 A-List: Female Equity Partner Scorecard, which scores the Am Law 200 by the percentage of women in their equity tiers.
- Ranked sixth among comparably sized firms (251-600 attorneys) in 2021 Law360 Ceiling Smashers Report for the highest representation of women equity partners.
- Recognized as one of the Civic 50 "Most Community-Minded Companies in Colorado" by CSR Solutions and Points of Light, the world's largest organization dedicated to volunteer service.
- Mark F. Leonard Award recipient: Joel Abell
- Brownstein's Mark F. Leonard Scholarship recipient: Rickie J. Davis, Jr. (son of Ebony Davis in the Las Vegas office)
- Mark and Nancy Leonard Scholarship: Sara Schlichting (daughter of Michelle Affrunti in the Denver office)
- Brownstein Mentor Award: Mike Smith

Pro Bono 50+ hours

- Alpine Rescue Team
- Anti-Defamation League
- Armenian American Museum and Cultural Center
- Auratone LLC
- Blue Forest Conservation
- CableLabs
- Cleo Parker Robinson Dance
- Coalition of Agricultural Rights - A Wyoming Nonprofit Mutual Benefit Corporation
- Collaboration Center Foundation
- Colorado Legal Services
- Colorado Poverty Law Project
- Denver Metro Chamber of Commerce
- Denver Urban Gardens
- Equal Employment Opportunity Commission
- Family Promise / Colorado Poverty Law Project
- Habitat for Humanity of Metro Denver
- High Fives Foundation
- HR Open Standards Consortium
- IvySky
- Jewish Family Service of Colorado
- Justice and Mercy Legal Aid Clinic
- Law Firm Antiracism Alliance
- Legal Aid Center of Southern Nevada
- Legal Aid Foundation
- Mi Casa Pro Bono Patent Program
- Mile High Youth Corps
- Neon Museum
- Nevada COVID-19 Task Force, Inc.
- Northwest Colorado Health
- PARS Equality Center
- Re: Vision
- Rocky Mountain Immigrant Advocacy Network
- Santa Barbara Bicycle Coalition & Bici Centro
- Smart Surfaces Coalition
- The Food Bank of the Rockies, Inc.
- The Smith Center for the Performing Arts
- University of Colorado Law School
- Upcycled Food Association
- Vegas Chamber
- Westernaires, Inc.
- White Buffalo Land Trust

Partner Nonprofits for Karma Projects

- Amp the Cause
- Arrupe Jesuit High School
- Big Brothers Big Sisters of San Diego
- Celiac Disease Foundation
- Children's Hospital of Colorado
- Denver Fire Department Foundation
- Denver Public Library
- Denver Public Schools Foundation
- Denver Urban Gardens
- Domestic Violence Solutions for Santa Barbara County
- Friends in Service Helping
- Girls on the Run
- Goldrick Elementary School
- Habitat for Humanity
- Harmony Equine Center
- Halle Hewetson Elementary School
- Hathway-Sycamores Child & Family Services
- Huffaker Elementary Scholl
- Junior League of Santa Barbara
- Miry's List
- Molly Brown House
- Metro Caring
- Operation Gratitude
- Project Helping
- Project Lyft
- Range of Motion Project
- Reno Sparks Gospel Mission
- Resource Central
- Special Olympics of Colorado
- The Action Center
- The Center on Colfax
- The Homeless Children's Playtime Project
- Three Square Food Pantry
- WeeCycle
- Women's Bean Project
- Ronald McDonald House

Brownstein

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